



Completing a New Hire Enrollment Overview

This Job Aid provides a walkthrough of the steps an Agency BA must complete to submit a new hire benefit enrollment on behalf of the employee through the On-Demand Event Maintenance Page. employee submits a benefit enrollment form to the BA with all the information necessary to complete the process.

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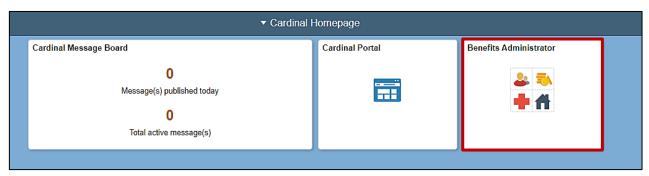


New Hire Benefit Enrollment

For this job aid, the Agency BA will be completing the benefit enrollment elections for a new hire employee.

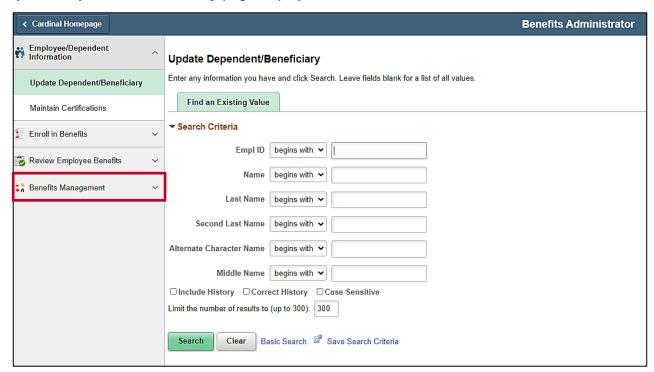
1. Navigate to the Cardinal Homepage.

The **Cardinal Homepage** displays.



2. Click on the **Benefits Administrator** tile on the Cardinal Homepage.

The **Update Dependent/Beneficiary** page displays.

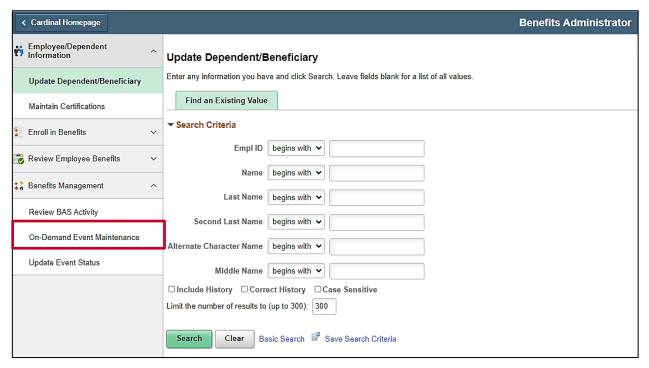


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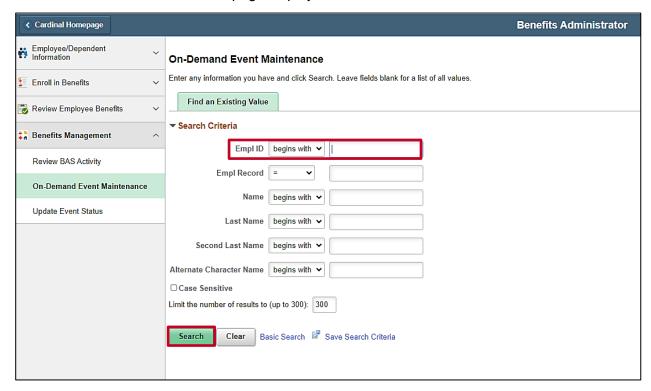
3. Click the Benefits Management list item on the left-hand side of the screen.

The **Benefits Management** drop down menu displays.



4. Click the **On-Demand Event Maintenance** button.

The **On-Demand Event Maintenance** page displays.

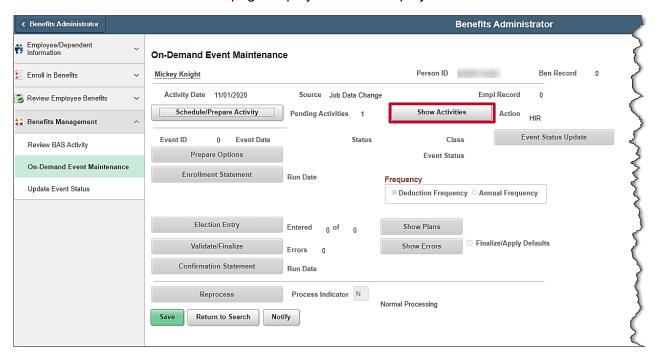


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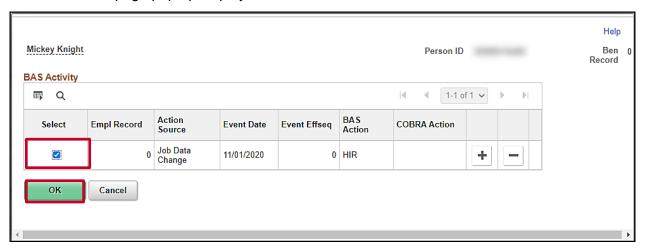
- 5. Enter the **Empl ID** in the search box.
- 6. Click the **Search** button.

The **On-Demand Event Maintenance** page displays with the employee's information.



7. Click on the **Show Activities** button.

The **Show Activities** page pop up displays.

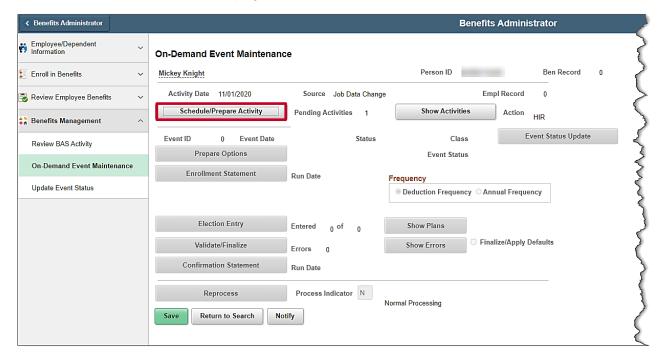


- 8. Confirm that the job data change event for the HIR action is checked in the BAS Activity table.
- 9. Click OK.

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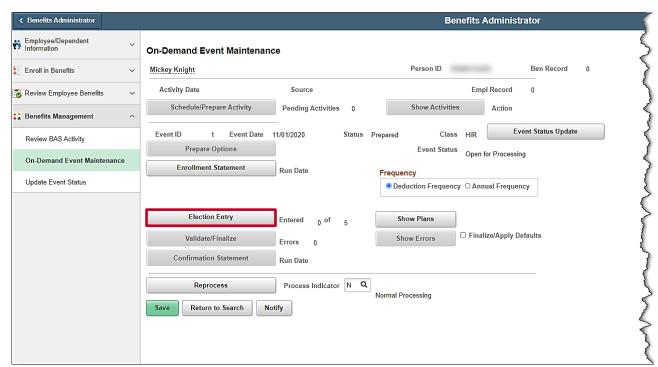


The **On-Demand Event Maintenance** page returns.



 Click on the Schedule/Prepare Activity button to initiate the automated programming process that schedules and prepares pending activity. If the Schedule/Prepare Activity button is already greyed out. Proceed to step 11.

The **On-Demand Event Maintenance** page refreshes.

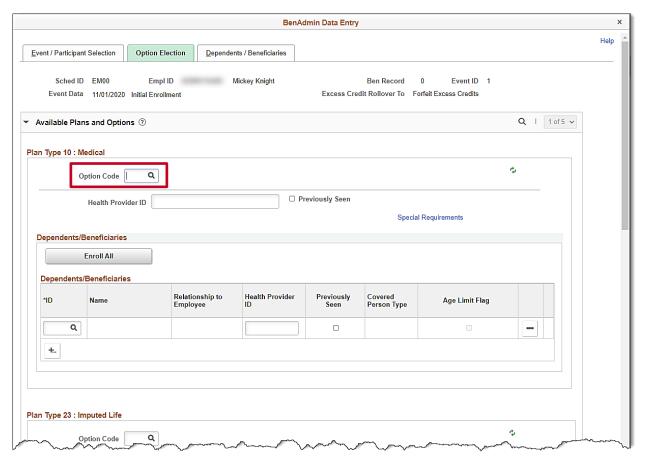


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11. Click the **Election Entry** button.

The **Election Entry** page displays.

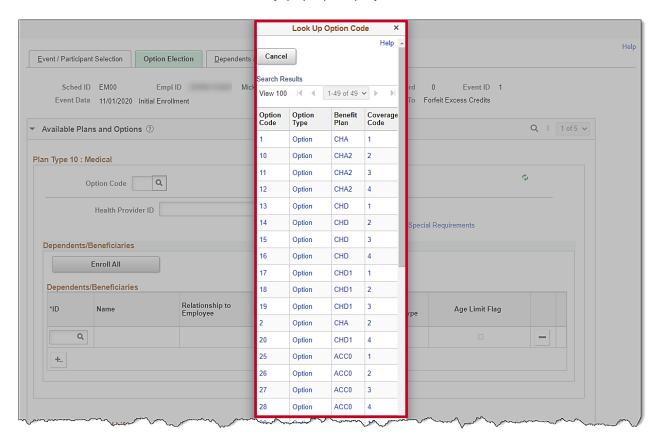


12. Click on the magnifying glass next to Option Code under Plan Type 10: Medical.

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The **Medical Benefit Plan Elections Look Up** pop up displays.



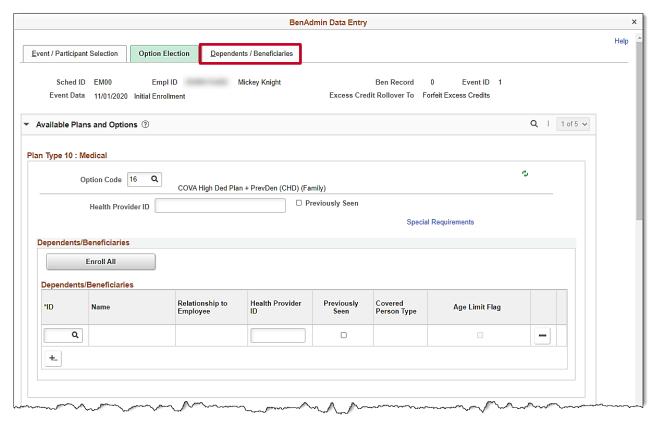
13. Select the Benefit Plan and Coverage Code indicated on the enrollment form submitted by the employee. For this scenario, we will select a Benefit Plan with **Coverage Code 4**, for Family coverage.

Note: The coverage codes are: 1 – Single Coverage, 2 – Employee + Spouse, 3 – Employee + Child, and 4 – Employee + 2 or More Dependents (Family).

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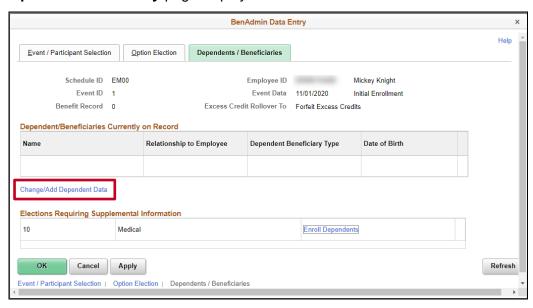


The **Election Entry** page returns.



14. Click on the **Dependent/Beneficiaries** tab.

The **Dependent/Beneficiary** page displays.

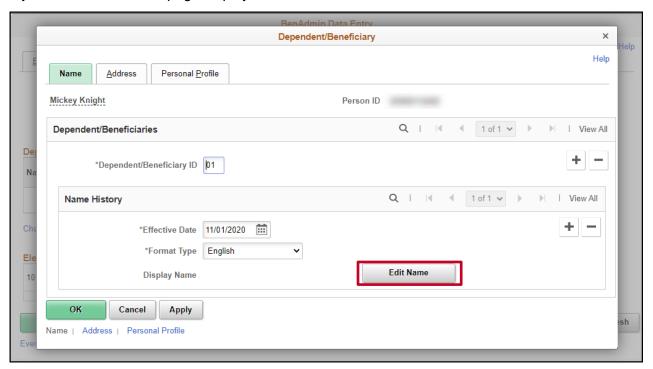


Click on the Change/Add Dependent Data hyperlink.

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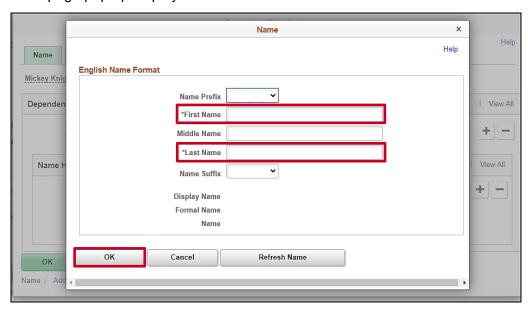
The **Dependent Information** page displays.



Note: Confirm that the effective date of the Dependent/Beneficiary is on or before the Event Date. Otherwise, the dependent will not display when they employee is trying to select the dependent for coverage on the Option Election page.

16. Click the **Edit Name** button.

The Name page pop up displays.



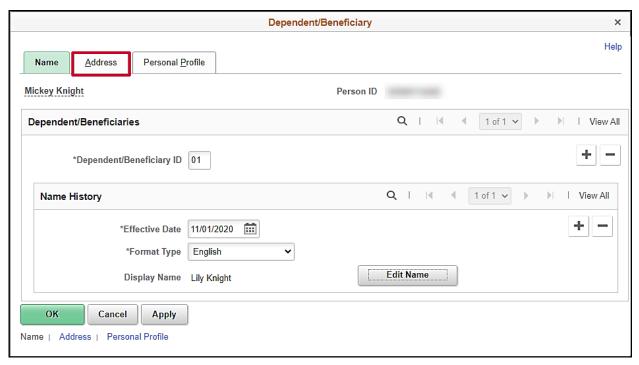
17. Enter the **First Name** and **Last Name** of the dependent as indicated by the employee in the New Hire Benefit Enrollment Form.

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18. Click **OK.**

The **Dependent Information** page returns.

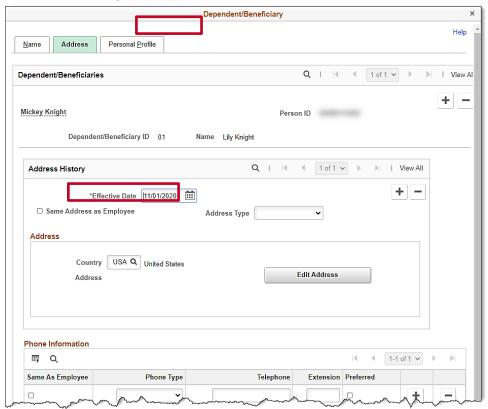


19. Click on the Address tab.

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The Address page displays.

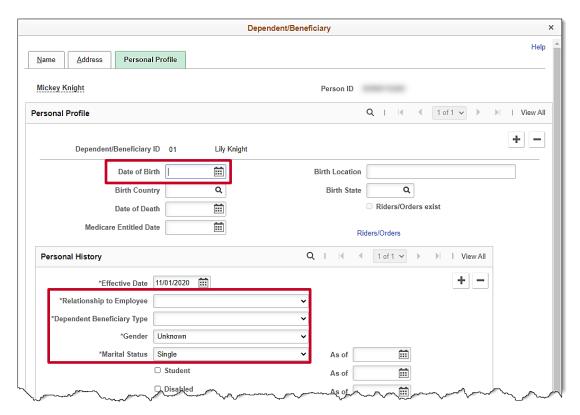


- 20. Check the box next to Same Address as Employee.
- 21. Click on the **Personal Profile** tab.

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The **Personal Profile** page displays.



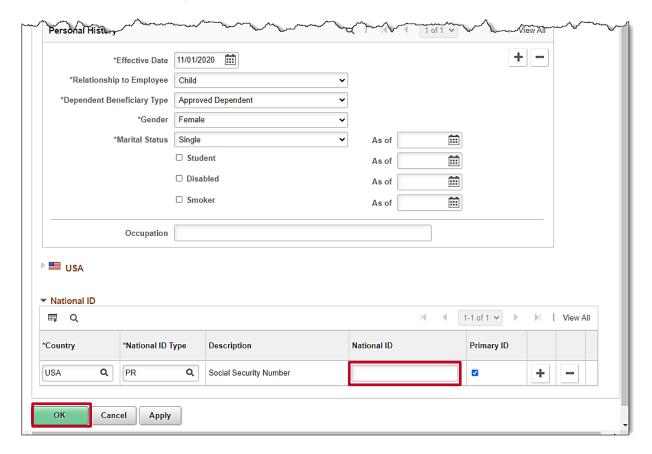
- 22. Enter the **Date of Birth** for the dependent.
- 23. Select **Child** from the drop-down menu next to **Relationship to Employee.**
- 24. Select Approved Dependent from the drop-down menu next to Dependent Beneficiary Type.
- 25. Select the **Gender** of the dependent.
- 26. Confirm the Marital Status is Single for the Child dependent.

Note: If any additional information was provided by the employee for the dependent, enter it on this page. The **Student** nor the **Smoker** checkboxes are utilized here.

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The **National ID** section displays.



Scroll down to National ID section and enter the SSN for the dependent.

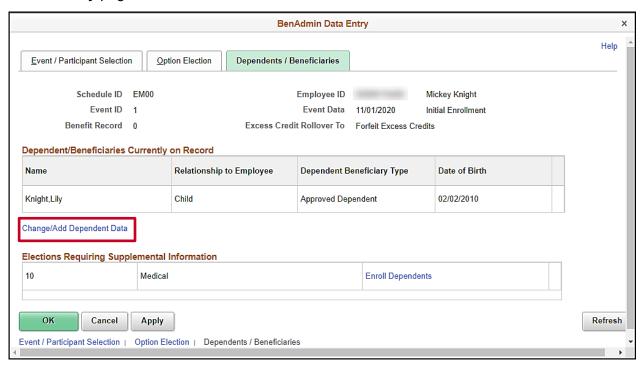
Note: If the employee has not provided a dependent's SSN, the Agency BA can leave the field blank. However, when the SSN becomes available, the Employee or Agency BA should enter it as soon as possible. Dependent SSNs are necessary for accurate ACA reporting. As they do today, agencies should make at least three attempts at obtaining the dependents SSN. Agencies can use the **Base Benefits Consistency Audit** to monitor dependents missing an SSN.

28. Click OK.

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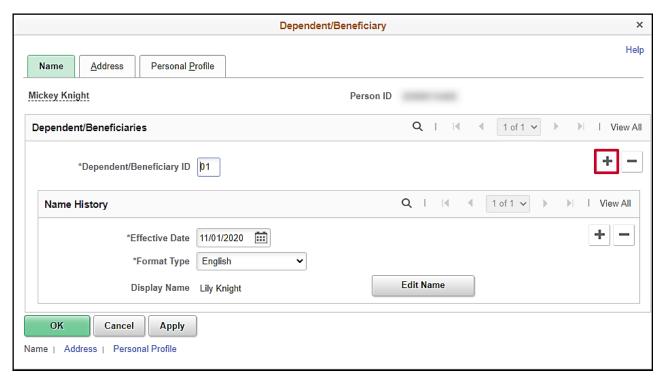


The **Election Entry** page returns.



29. Click on the Change/Add Dependent Data to add an additional dependent.

The **Dependent Information** page returns



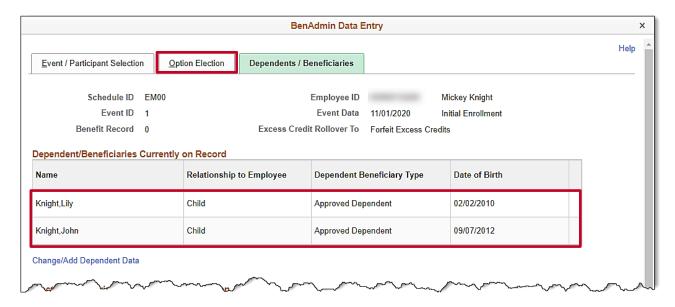
30. Click on the "+" button next to Dependent/Beneficiary ID.

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31. Repeat **steps 15 – 27**, using the new dependent information listed on the enrollment form submitted by the employee.

The **Election Entry** page returns.

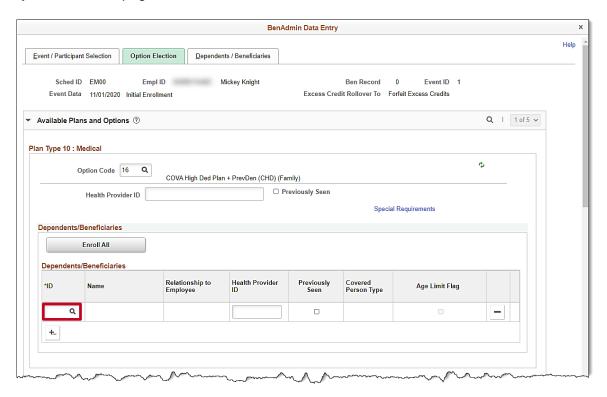


- 32. Confirm both dependent are listed under **Dependent/Beneficiary Currently on Record** section.
- 33. Click the **Option Election** tab.

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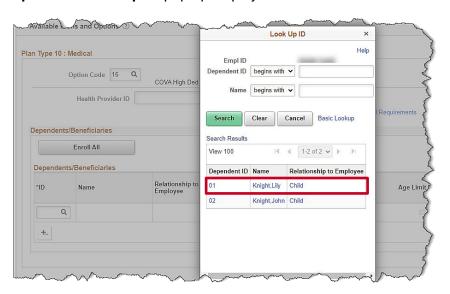
The Option Election page returns.



34. Click on the magnifying glass under *ID field.

Note: To add dependents to **Plan Type 10: Medical** Family coverage you can either click on **Enroll All** or add them one by one individually. For this scenario, we will show how to add them one by one.

The **Dependent Look Up ID** pop up displays.

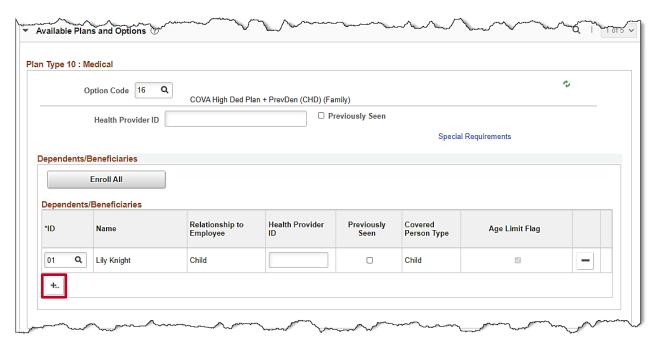


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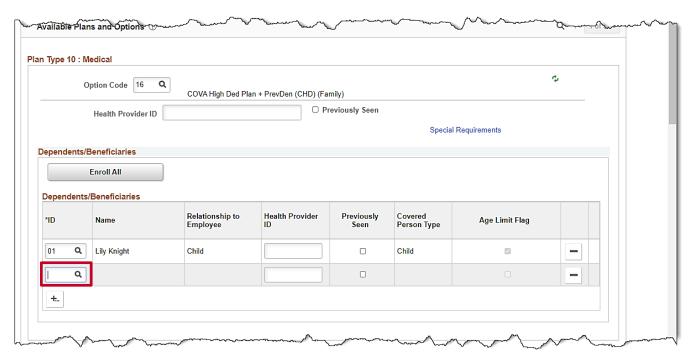
35. Click on the dependent you want to enroll in the medical plan benefits. In this example it would be the **Child** with **Dependent ID 01**.

The **Election Entry** page returns.



36. Click on the "+" button under *ID 01.

The **Election Entry** page refreshes.

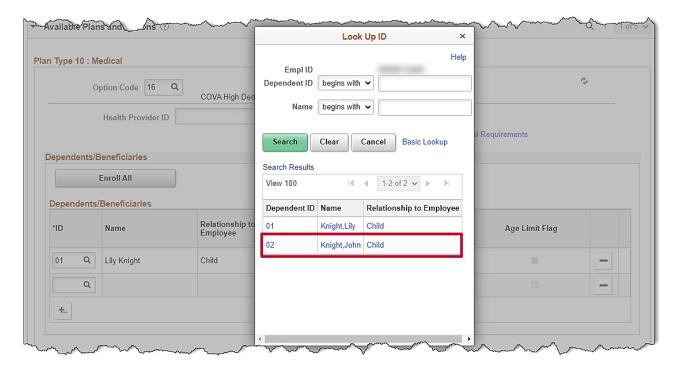


37. Click on the magnifying glass under the listed dependent.

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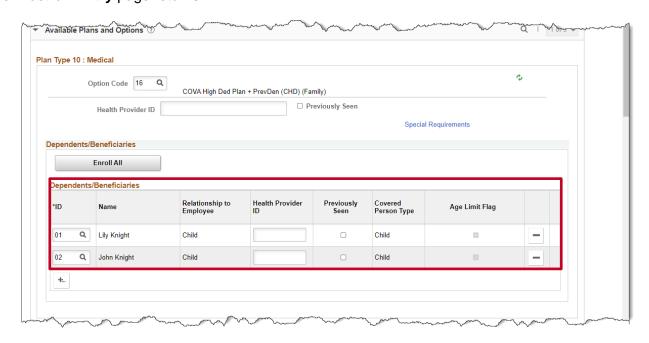


The **Dependent Look Up ID** pop up displays.



38. Click on the second dependent listed. In this example it would be the **Child** with the **Dependent ID 02.**

The **Election Entry** page returns.



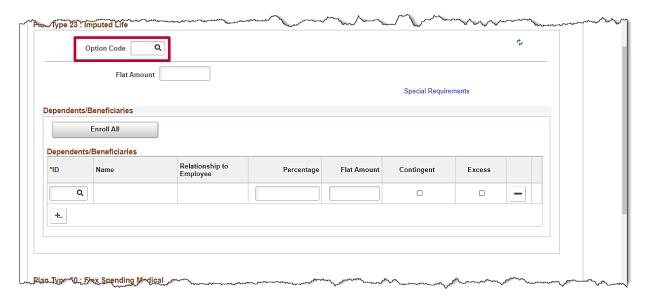
39. Confirm both **Child** dependents are listed under the **Dependent/Beneficiaries** section for **Plan Type 10: Medical.**

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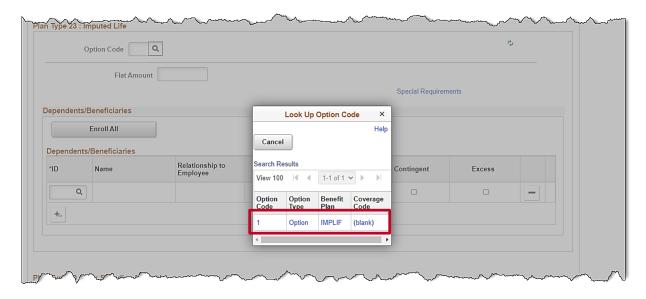
40. Scroll down to Plan Type 23: Imputed Life.

The Plan Type 23: Imputed Life section displays.



41. Click on the magnifying glass next to **Option Code.**

The **Look Up Option Code** pop up displays.



42. Click on Option 1.

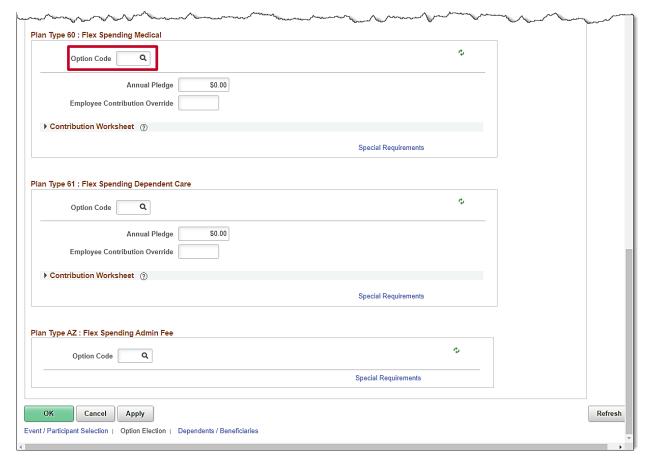
Note: If Plant Type 23 is left blank the system will automatically elect **Imputed Life** for the employee.

43. Scroll down to Plan Type 60: Flexible Spending Medical.

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The Plan Type 60: Flexible Spending Medical section displays.



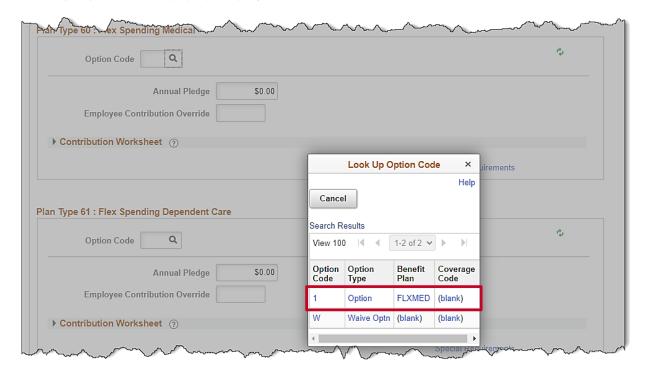
Note: The Plan Types available on the **Option Election** tab are determined by the employee's benefit eligibility. Cardinal has embedded configurations based on the Commonwealth's program rules.

44. Click on the magnifying glass under **Plant Type 60: Flex Spending Medical Option Code**. If the employee does not wish to enroll in Health Flex Spending proceed to 45.

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The **Look Up Option Code** pop up displays.



Note: If a plan type is left blank, the system will automatically waive that coverage unless it is a required plan (like imputed life.)

45. Click on Option 1.

The **Election Entry** page returns.

| Option Code 1 Q Medical Flex Spending Account (FLXMED) | Ф. |
|---|---|
| Annual Pledge \$200.00 | |
| Contribution Worksheet ① | |
| Use this worksheet to calculate the employee's desired Annual Pledge and Contribution Annual Pledge Contributions YTD Pay Periods Pay Period | n Amount. Employee Contribution |
| Contributions Fay Periods Remaining Amount So.00 | Calculate |
| Open Protected Fields Open protected fields for change. (These field | lds are normally determined by the system). |
| | Special Requirements |
| | |

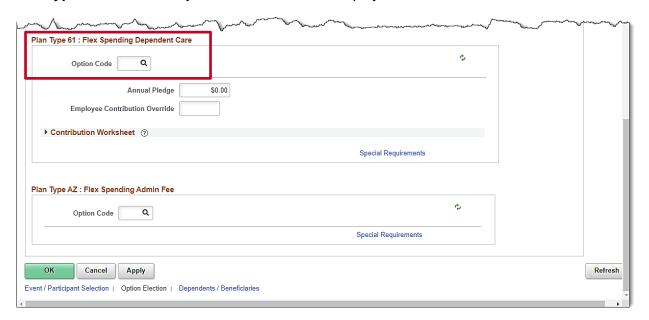
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46. Input the **Annual Pledge** amount indicated by the employee for **Medical Flex Spending Account.** For this example, we will elect \$200 for the Annual Pledge.

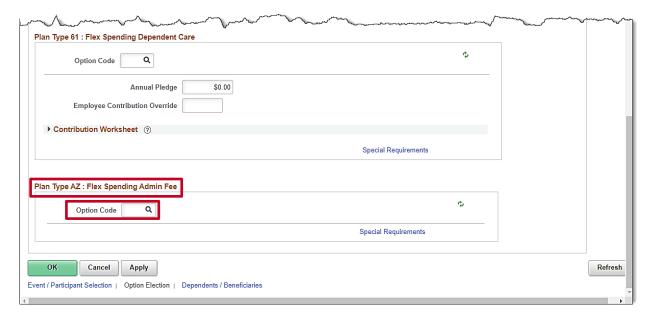
Note: The Benefit Administrator can input the Pay Period Amount in the Contribution Worksheet and click on **Calculate** to determine what the annual pledge would be. Once determined, the BA must enter the **Annual Pledge** amount above under Option Code.

The Plan Type 61: Flexible Dependent Care section displays.



47. Scroll down to **Plan Type 61: Flex Spending Dependent Care.** For this scenario, the employee has elected to **Waive** the coverage for **Plan Type 61.** The field can be left blank, and the system will automatically waive this coverage.

The Plan Type AZ: Flex Spending Admin Fee section displays.

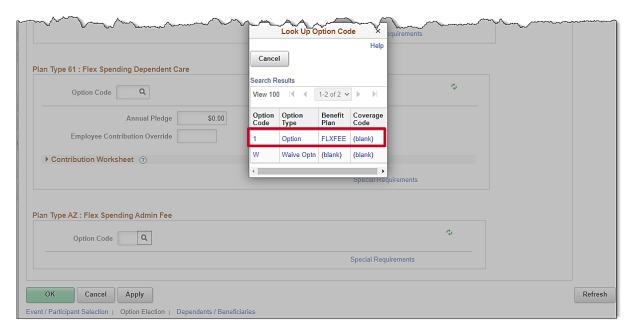


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- 48. Scroll down to Plan Type AZ: Flex Spending Admin Fee.
- 49. Click on the magnifying glass under **Plan Type AZ: Flex Spending Admin Fee Option Code.** If the employee has not elected to participate in Health or Dependent Care FSA, skip this step.

The **Loop Up Option Code** pop up displays.



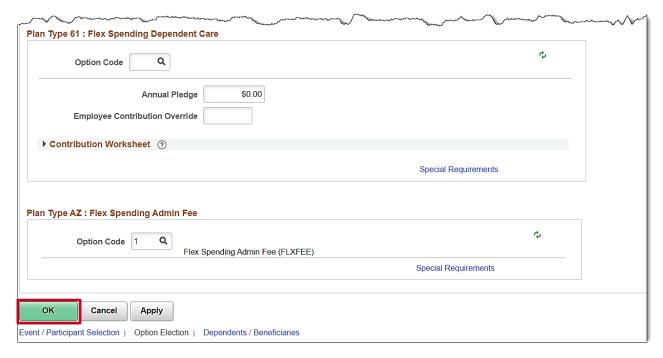
Note: If the employee has elected a Flex Spending Medical amount, the Flex Spending Admin Fee must be elected as well. If the BA forgets to elect the Fee, the system will give them an error.

50. Click on **Option 1** since the employee has elected an annual pledge amount for **Flex Spending Medical.**

The **Election Entry** page returns.

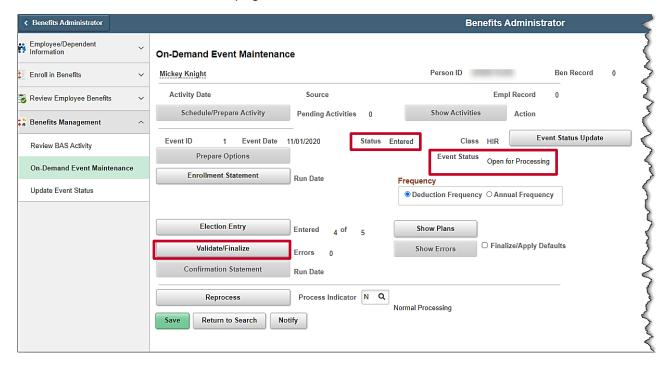
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51. Once all benefits have been elected, Click **OK** to return to the On Demand Event Maintenance page.

The **On-Demand Event Maintenance** page returns.



52. Confirm the **Status** is **Entered**, and the **Event Status** is **Open for Processing**.

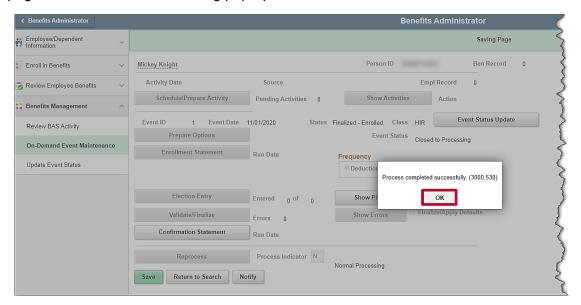
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53. Click on **Validate/Finalize** button to validate elections, close the event, and update the Base Benefits Tables.

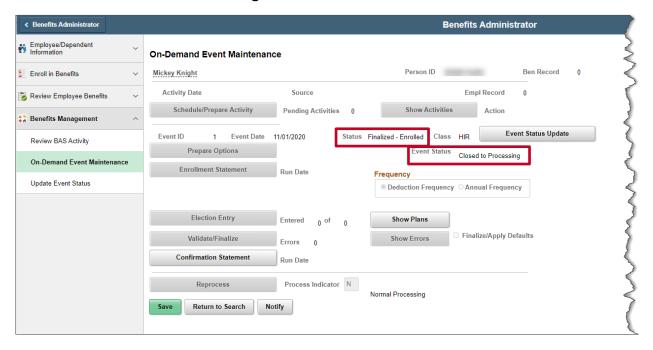
Note: Once the event has been finalized, you will receive a message indicating that the process has completed successfully.

The page refreshes with the following pop-up window.



54. Click OK.

The **On-Demand Event Maintenance Page** returns.



55. Confirm the Status is Finalized – Enrolled and the Event Status is Closed to Processing.

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